Journal of Business and Psychology
Volume 15, No. 1, Fall 2000

TABLE OF CONTENTS

FULL ARTICLES

Employees' Attitudes Toward Drug Testing, Perceptions of Organizational Climate, and Withdrawal from the Employer 3
Paul M. Mastrangelo & Paula M. Popovich

Integrity Testing and Job Performance Within High Performance Work Teams: A Short Note 19
Nathan Luther

Emergent Leadership Behaviors: The Function of Personality and Cognitive Ability in Determining Teamwork Performance and KSAs 27
Jill Kickul & George Neuman

Predictors of Managerial Performance: More than Cognitive Ability 53
Brian Young, Winfred Arthur, Jr. & John Finch

Accuracy of the Situational Interview in Rating Multiple Job Candidates 73
Steven D. Maurer & Thomas W. Lee

The Relationship Between SME Job Experience and Job Analysis Ratings: Findings With and Without Statistical Control 97
Stuart A. Tross & Todd J. Maurer

Sexual Liberalism as a Determinant of Consumer Response to Sex in Advertising 111
Banwari Mittal & Walfried M. Lassar

Traditional and Electronic Monitoring from an Organizational Justice Perspective 129
Jeffrey M. Stanton

Factors Affecting Universal Precautions Compliance 149
Patricia M. McGovern, Donald Vesley, Laura Kochevar, Robyn R.M. Gershon, Frank S. Rhame & Elizabeth Anderson

The Effects of Time Delays on Consumers' Use of Different Criteria for Product Purchase Decisions 163
David Mazursky

Journal of Business and Psychology
Volume 15, No. 2, Winter 2000

TABLE OF CONTENTS

FULL ARTICLES

Cognitive Style as an Antecedent to Adaptiveness, Customer Orientation, and Self-Perceived Selling Performance 179
Roger P. McIntyre, Reid P. Claxton, Kenneth Anselmi & Edward W. Wheatley

An Alternate Method for Content-Oriented Test Construction: An Empirical Evaluation 197
David A. DuBois & Cathy L. Z. DuBois

The Relationships of Type A Behavior and Optimism with Job Performance and Blood Pressure 215
Thomas M. Begley, Cynthia Lee & Joseph M. Czajka

Understanding and Removing the Effects of Performance Cues on Behavioral Ratings 229
Boris B. Baltes & Christopher P. Parker

Communicating Negative Hire Decisions to Applicants: Fulfilling Psychological Contracts 247
Marie Waung & Thomas S. Brice

Describing the Elements of Business and Human Resource Strategy Statements 265
Daniel J. Koys

Cost-Benefit Analysis of Organizational Interventions: The Case of Downsizing 277
Assa Birati & Aharon Tziner

Leadership in Computer-Mediated Communication: Implications and Research Directions 287
Gerard George & Randall G. Sleeth

RESEARCH NOTES

Dispositional Influences on Pay Preferences 311
Michael Clugston, Jon P. Howell & Peter W. Dorfman

Reward Expectations: The Influence of Race, Gender and Type of Job 321
Michael Gasser, Nichole Flint & Rowena Tan

An Examination of the Relationships Between Turnover Functionality, Turnover Frequency, and Organizational Performance 331
N.A. Beadles II, Christopher M. Lowery, M.M. Petty & H. Ezell

Conscientiousness as a Predictor of Productive and Counterproductive Behaviors 339
Jana D. Fallon, John M. Avis, Jeffrey D. Kudisch, Terence P. Gornet & Alan Frost

Personality and Communication Skills as Predictors of Hospice Nurse Performance 351
Ronald E. Riggio & Shelby J. Taylor

Journal of Business and Psychology
Volume 15, No. 3, Spring 2001

TABLE OF CONTENTS

FULL ARTICLES

Selection or Training? A Two-Fold Test of the Validity of Job-Analytic Ratings of Trainability 363
Robert G. Jones, Juan I. Sanchez, Gowri Parameswaran, Jeanne Phelps, Carol Shoptaugh, Marie Williams & Steve White

A Model for Predicting Computer Experience from Attitudes Toward Computers 391
Denise Potosky & Philip Bobko

Predictors of Employee Deviance: The Relationship Between Bad Attitudes and Bad Behavior 405
Aaron Bolin & Linette Heatherly

Comparison of Traditional, Step-Ahead, and Peer Mentoring on Protégés' Support, Satisfaction, and Perceptions of Career Success: A Social Exchange Perspective 419
Ellen A. Ensher, Craig Thomas & Susan E. Murphy

Workplace Innovations in Large, Unionized Canadian Organizations 439
David B. Balkin, Michel Tremblay & James Westerman

Relational Risk and Its Personal Correlates in Strategic Alliances 449
T. K. Das & Bing-Sheng Teng

Package Graphics and Consumer Product Beliefs 467
Paula Fitzgerald Bone & Karen Russo France

Development of the Sports Performance Inventory: A Psychological Measure of Athletic Potential 491
John W. Jones, George Neuman, Robert Altmann & Brian Dreschler

A Review on Consumer External Search: Amount and Determinants 505
Chiquan Guo

Journal of Business and Psychology
Volume 15, No. 4, Summer 2001

TABLE OF CONTENTS

FULL ARTICLES

Cognitive Ability and Personality Predictors of Training Program Skill Acquisition and Job Performance 523
David W. Oakes, Gerald R. Ferris, Joseph J. Martocchio, M. Ronald Buckley, and Dana Broach

Capitalizing on the Benefits of Utilizing Part-Time Employees Through Job Autonomy 549
Marc C. Marchese and Jack Ryan

The Relationship Between Immediate Turnover and Employee Theft in the Restaurant Industry 561
Peg Thoms, Paula Wolper, Kimberly S. Scott, and Dave Jones

Racial Differences in Work Attitudes: What You See Depends on What You Study 579
Mark John Somers and Dee Birnbaum

Trust, Dependency, and Control in the Contemporary Organization 593
Carole V. Wells and David Kipnis

Measuring Customer Service Orientation: An Examination of the Validity of the Customer Service Profile 605
Ramzi Baydoun, Dale Rose, and Teresa Emperado